

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
September 14, 2021

- PRESENT** Pat Coulter, Gabriel DuBransky, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Charis Graham, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Dave Moreno, Rosemary Muñiz, Janet Carol Norton, Jim White, Steve Williams, Risë Worthy Deamer
- EXCUSED** Gary DePew, Christine Hartman, Ava King, Monique Thomas, Norweeta Milburn, Kelly Erin O’Phelan
- ALSO PRESENT** Jim Albarano, Alfredo Feregrino, Thomas Diaz, Melissa Hayes, Keith Holeman, Sally Howard, Terry Knowles, Susan Russell, Nina Scherer, Kathy Onoye

The meeting was called to order at 6:07 p.m. by the rector in person in Sweetland Hall and online using Zoom Webinar. Kinman asked for a period of silence to focus and breathe as he read words of meditation. He focused on what we are trying to do. He then offered an opening prayer.

Kinman welcomed the visitors.

Hines had the vestry read the mission statement of All Saints Church aloud together.

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk and Committee Reports: It was moved, seconded and the vestry unanimously approved the consent agenda including the committee reports and the minutes of the June 29, August 3, and August 31, 2021 meetings as received.

Missionwell Introduction and Presentation

Kinman shared that there is no Treasurer’s Report because we are transitioning to Missionwell. Kinman continued to review the budget development process. He shared the history as we moved to an assessment of administration and finance. The Administration and Finance Transition Team selected Missionwell to do the assessment.

With Missionwell coming on board, the in-house accountant position is no longer needed and is being eliminated, so Zach De Johnette has been laid off. Kinman shared he is very grateful to Zach, and reported we are offering him career coaching and a severance package. He thanked Jim Albarano and Zach for their work.

Kinman introduced Missionwell Founder and Executive Director Caryn Ryan. She shared the scope of work and approach they will provide. She shared their values and what services are covered. She described the workflow sample and timelines. She shared the technology used and reports. She shared that they hope to move ASC towards stronger practices. She then answered questions from the vestry. Ryan introduced the team that will be working on the accounts. Kinman shared the costs to ASC, which is an overall anticipated savings.

Update on CCEJ

The contract has been signed and Mike and the wardens have met with Daniel Solis to finalize the scope of the work. Training will take place on Saturdays once a month, beginning in October. There will be six sessions and additional work on planning sessions. We will be working on how we bring the parish along. Discussion followed.

REPORTS

Racial Justice Advisory Board – no report this month

WARDENS REPORT

Hines reminded the vestry to pledge now before the campaign kicks off. It is important that we can tell the parish that 100% of the vestry has pledged.

RECTOR'S REPORT

- Kinman reviewed the budget process. The budget working group (BWG) is pulling together a draft budget for 2022. They have worked hard to project income, fixed costs and benefit costs, and are working with updated planning assumptions. The BWG estimates that benefit rates will be going up substantially, parking income will be decreasing, and they are looking at a possible cost of living increase for the staff.

Once the draft budget is complete, the finance committee will review it, see if anything was missed, and make sure it is grounded in reality. From the finance committee, the draft budget will come to the vestry. The vestry needs to look at it through the lens of our mission and be sure there are no gaps or omissions.

The BWG believes that the over-arching assumption is **we will not be going back to the way things were. Ever.** The planning assumptions they used in this process are:

- Disparity and financial insecurity
 - Parishioners and the community will be adversely impacted by the economy
 - Giving income will stay stable or increase slightly
 - Building income will continue to lag as the pandemic continues
- Community and emotions
 - People will be slow coming back physically to church, and some may not come back at all.
 - The hybrid models must be developed for everything
 - People are afraid, grieving and wounded and longing to sing, dance and celebrate
 - Healing and learning to reconnect will be one of our priorities
 - We are hopeful about our future
 - We will need to continue to innovate to thrive
 - Staff is working at or beyond capacity and everyone's capacity is diminished
 - New people are going to continue to come in, and we need to find ways to incorporate them
- Global Concerns
 - Political, social and theological divisions will continue widen
 - Focus on dismantling white supremacy and becoming anti-racist needs to be long-term

The BWG meets tomorrow and the goal is to present a preliminary budget by October.

- The Associate rector search committee continues to work. They have one candidate they want to interview. They are looking for the right person who is called to All Saints and is the right fit.
- There have been questions about whether we are going to adopt an Afghan family. We need to have our eyes wide open regarding the commitment. If we do it, we need to do it well. Juan Mejia's wife Diana's cousin is sponsoring a family, and we may be able to give extra support. They are looking for a house or apartment near Compton for a family of four. We are also debriefing our Syrian family experience.
- Homecoming is next Sunday at 9:00 a.m. and 11:30 a.m. It will be in person and live-streamed. We will again have ASL at the 9:00 a.m. service beginning on Homecoming. Celebration of Ministries is the following Sunday. It will be done differently, but people will still have the opportunity to sign up for groups and ministries that interest them.
- Kinman distributed the Rules for Respect. He asked the vestry to take time to review these general rules for interactions with one another. He also distributed our governance document. He wants to have a time period during the vestry meeting to get feedback including issues, questions or concerns to share. We will take them down and figure out how best to respond to feedback from vestry and parishioners.
- Meier thanked the vestry for signing up to be present on the lawn after Sunday services.

LOOSE ENDS

- › Hines recommended an author and podcast by Berne Brown, who wrote *Dare to Lead*. She did a podcast called Pandemic Flux Syndrome with Amy Cuddy. Hines found it very useful and helpful. It was published in the Washington Post.
- › Williams shared that Telling the Whole Story: Stained Glass Windows has met several times. At the end of September, we will sort the items in the archives and decide what to keep.
- › Kinman shared that through Strategic Directions they have been meeting with community leaders and having amazing conversations about All Saints, about how the community sees us and identifying needs in the San Gabriel Valley.

COMMUNICATION BACK TO THE PARISH

- › The Missionwell presentation, the update on CCEJ and the Planning Assumptions reviewed

APPRECIATIONS AND REGRETS

- › Eilers loves using our facilities with the community
- › Mejia thanked the vestry and community for their prayers and support during a very difficult time. The family appreciates and loves you.
- › Little shared that they will have a fundraiser at CPK the Sunday following Homecoming, and ASC will receive 20% of the proceeds from orders that identify as ASC.

The meeting was adjourned at 7:56 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

September Meeting 2021

Addendum to September 14, 2021 Vestry Minutes

NO REPORT:

Buildings & Grounds
Finance
Giving
Pastoral Care Healing & Health
Peace & Justice
Personnel

CHILDREN, YOUTH & FAMILIES

The Children, Youth, and Families Committee met via Zoom on Tuesday, August 17.

Attending: Beatriz Beltran, Jonathan Berry, Joy Bustrum, Jessica Ewing, Christine Hartman, Sally Howard, Ava King, Kelly Erin O'Phelan, Kim Roura, Nina Scherer, Walton Williamson.

Children's Ministry Update – Kelly Erin O'Phelan

- Kelly is checking with parents about their views on the education hour for the fall, whether it's hybrid Godly play, all outside, etc.
- Kelly is working on permanent tables for the playground as well as refreshing chips and other maintenance.

Youth Ministry Update – Nina Scherer

- The Youth Group is going hybrid in the fall with some opportunities online and some in person (and some both).
- Nina and Beatriz have been working on a plan for Seekers.
- Acolytes are now on 5 teams, emails with teams going out soon and acolyte training happening in mid-September.
- OWL not happening this year, still need more facilitators.

Other Items for Discussion/Follow Up

- Fall Kick-Off Celebration 9/25/21 at 5:30 p.m.: This will be an opportunity for us to have some fun and also to get folks to register/update information in the All Saints system. There will be games, snacks, etc. Committee should look for info about how they can help for the event – coming soon!
- Parent Education Series: Staci Kennelly will be doing a spiritual exercise specifically focusing on parents on **Sunday, September 12 at 2:00 p.m.** Info to come soon.
- Camping: We had a number of families cancel the camping due to COVID concerns, but everyone who attended had a great time! Hope to do again in the spring.
- Youth Director Proposal: Nina brought information to the committee about her proposed work plan given that her home base is now in Montana. She spoke with the group about a hybrid remote/in-person schedule that would mirror the hybrid plan for

the upcoming youth program year (which is what Nina would recommend regardless of the work plan). Youth Group would be 2 weeks in-person and 2 weeks online (including a social action day), Seekers planning is just about complete (hybrid model as well), game nights are online, and the acolyte program is in good shape with capable coordinators. Nina met with the Youth Council the night before to get their feedback. Ava reported that the group was unanimous in wanting to give it a try with periodic evaluations throughout the program year. More comments from the Youth Council were that while it's not a perfect situation, the hybrid model is needed anyway as the pandemic situation shifts (and probably longer since there are many youth who live a long distance away and have appreciated the online opportunities). AND that stability was really important to them in light of the staff changes in 2020 – and the concern that more changes right now would negatively impact youth participation. After asking Nina some questions, the committee discussed the option, with Sally there to take notes and bring feedback to Mike. Everyone loves Nina as our youth director. There was some concern about the long-term viability of this arrangement given that face-to-face time is so impactful with youth, as well as the budget impact this might bring (airfare, lodging). There was also concern about the lack of volunteers (something Nina has been reminding us about for some time) as well as the concern that if we decide it doesn't work long term that it will prolong a search if needed. Comments in support echoed the youth council notes. Sally made note of all comments, and is open to any other notes that the committee would like to send her way.

Our next meeting is at 7:00 p.m. on Tuesday, September 21st via Zoom.

CONGREGATIONAL DEVELOPMENT

Last Meeting: July 29, 2021

Next meeting: September 21, 2021 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for June/July/August: 16
 - Interests checked
 - ✓ CYF: 2
 - ✓ Latino/Hispanic Ministry: 1
 - ✓ LGBTQ+: 5
 - ✓ Music: 4
 - ✓ PCHH: 6
 - ✓ Peace & Justice: 8
 - ✓ Senior Saints: 1
 - ✓ Spiritual Formation: 3
 - ✓ Small Groups: 5
 - ✓ 20/30's: 3
 - ✓ Women's Community: 5
 - ✓ Volunteering: 6
- Virtual Welcome Bags distributed in June: unknown
- Welcome Café
 - Resuming on November 14, Senior High Room

Congregational Development Vestry Committee Goals 2021-2022

1. Facilitate return to in-person worship services and events
2. Energize groups that have languished during the pandemic
3. Better support our ministry leaders

Vestry on the Lawn!

- All vestry members are asked to sign up for one Sunday a quarter to be present on the lawn between services to talk with parishioners and field questions.
- Thank you to Janet Carol Norton for organizing and sending the SignUpGenius for the Vestry on the Lawn!
- Please send comments you hear from parishioners to Janet. She will get the comment and/or question to the correct person to answer.

Greeters

- Greeters continue to greet every Sunday in person. New folks to All Saints almost every Sunday.
- Greeters will return to their weekly team assignments starting at Homecoming, Sept 19.
- No Welcome Bags will be distributed at this time. Congregation Development and Christine Cox designed a Welcome Postcard with QR code to the "I'm New Here" Welcome page.
- Colored wristbands have been handed out during the summer to indicate one's level of touch comfort. 90% of wristbands distributed are green wrist bands (indicating okay with high-five).
- The Welcome Bag team has convened and is in the process of rethinking Welcome Bags. Stay tuned!

Parish Celebrations – Homecoming, Sept 19

- Plan set for in-person Homecoming in alignment with church, LA Diocese and LA county guidelines.
- No meal offered this year.
- Individually wrapped cookies from Homeboys will be distributed.
- Photo booth and balloon animals for kids on the lawn
- Drum circle group will be present between services on the lawn for 20-minute drumming session.

Leadership Support and Development Committee

- Kimberly has formed a LS&D task team to look at retooling the Ministry Leader and Small Group Leader training to align more closely with our current Circles Leadership model. Sally Howard has given Kimberly resource material on leadership.
- Upcoming Leadership Trainings
 - › **Training for Facilitating a Small Group** – Thursday, Sept 16, 6:00 – 8:00 p.m. on Zoom [Register here](#).
 - › **Training for Leading a Committee or Ministry** – Thursday, Oct 14, 6:00 – 8:00 p.m. on Zoom. [Register here](#).

Small Groups

- New fall Neighborhood Small Groups:
 - › Glendale/LaCrescenta, led by Shelley De Leon will start on Sept 20.
 - › Pasadena 91107, led by Norweeta Milburn will start on Oct 3.
- Several small groups are asking about when their group can return to campus. When that is possible, several groups are wondering if a monitor could be in the room so someone could Zoom in to the gathering.

Getting Connected Class: An introduction to All Saints

- Next class GCC is schedule in-person combined with an online component from **October 3 – 31, 5 consecutive Sundays during the education hour**.
- Facilitators: Alex Gonzalez, Jenny Berman, Ben Martin, Janet Stevenson, Isabel Rameriz and Darryl Yong.

Senior Saints

- Senior Saints met on Sept 2 with guest speaker Erica Tamblyn, Chair of the Transformational Journeys, with 30 participants.
- Next Senior Saints is October 7 with a presentation on PACES by Phil Naecker.

LGBTQ+ Ministry

- LGBTQ+ Small Group has moved to Tuesday nights with facilitators Liz Berman-Supple and Kaia Duke.

Latino/Hispanic Ministry

- Alfredo's bilingual L/H theological reflections group was on hiatus in August.

20's/30's

- There were two summer socials on Sunday afternoons outdoors at the Congregation Ale House in Pasadena. 10-12 20/30's attended each meet up.
- We will continue the monthly socials through the fall

Website Redesign Committee

- We continue to make updates and enhancements to the new website.
- Please send any comments and edits to website@allsaints-pas.org
- **A Website / Social Media Content team** was formed with members Keith Holeman, Director of Communications, Walter Little (chair), Ella Baker, Amanda McCormick, Susan Russell and Nancy Naecker.
 - Meets every Monday afternoon to determine what needs to be posted in the 4 top boxes on home page for the week, determine the "upcoming events" on the bottom of home page and work on Social Media / Instagram strategy.
- **A Website Management Team** has been created with Congregational Development, the IT department (Nader Eldahaby) and the Communications Department (Keith Holeman).